



Diversity, Equity & Inclusion

OUR DEI COMMITMENT

FY22 – FY24

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Our DEI commitment

Jumbo is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Diversity, equity, and inclusion (DEI) is not just a phrase; each word speaks to distinct values. We define diversity, equity and inclusion as:

Diversity

A representation of people from all walks of life, who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to all those with whom they interact. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions.

Equity

Giving everyone what they need to succeed by increasing access, resources, and equal opportunities for all groups; especially for those who are underrepresented and have been historically disadvantaged.

Inclusion

Fostering a culture of inclusion for employees, regardless of background, where people have a sense of belonging, feel valued, supported and inspired to achieve their individual goals.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and organisational achievements as well.

Jumbo's DEI initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employees' varying needs; and
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Jumbo have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organisation-sponsored and participative events.

Our DEI commitments outline the objectives and priorities that will be implemented to meet the goals for our areas of focus, and provides our overarching commitment to being a DEI organisation. Our actions include new initiatives designed to further expand our work across the different diversity streams and underpins the work already underway within existing plans and programs.

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Principles

Our principles demonstrate our ongoing commitment to valuing diversity, equity and inclusion and tie closely to our Group strategic plan.

At Jumbo, we aspire to have inclusion and diversity as part of our DNA. If we get this right, it will shape and define our business, empower our people daily and ultimately our customers.

As we develop and retain the best people, more people will want to join our company because they know they will be made to feel welcome and included as a valuable member of our team and through this we will establish a rich and thriving community. Our aim is to ensure that all employees are given equal opportunities and that our organisation is a fair representation of all sections of society in which we operate.

Our Principles

- We foster an environment where our people have a sense of belonging. Our culture of respect for difference encourages collaboration and creative thought.
- We seek to employ a workforce that reflects the communities in which we operate, and be regarded as an employer of choice for all.
- We seek to be more active in attracting, retaining and valuing people of diverse cultural, racial and socioeconomic backgrounds.
- We endeavor to incorporate survey findings of employee attitudes to different aspects of DEI into our DEI commitments and actions.
- We hold each other accountable for enabling inclusive practices.
- We seek to ensure that our DEI commitments encourage people at all levels in the company to contribute to and to be involved in its implementation.